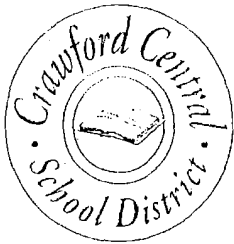


EXHIBIT 12

CRAWFORD CENTRAL SCHOOL DISTRICT



Instructional Support Center
11280 Mercer Pike
Meadville, Pennsylvania 16335-9504
Telephone: (814) 724-3960
FAX: (814) 333-8731
www.craw.org

Michael E. Dolecki, Superintendent

Charles E. Heller III
Assistant Superintendent
Shawn G. Sampson
Business Manager/Board Secretary
Kathy K. Thomas
Director of Curriculum & Instruction
Nicholas J. Cheropovich
Director of Special Services
John M. Bauer
Supervisor of Buildings & Grounds
Richard L. Fraker
Coordinator of Technology

OFFICE OF THE SUPERINTENDENT

March 26, 2002

inight 3/28/02

Claudette deLeon
11983 Eureka Road
Edinboro, PA 16412

Dear Ms. deLeon:

Please be advised that an appointment has been made for you with Dr. Kenneth Bill at the Clarion Psychiatric Center on April 25, 2002, at 1:00 P.M. I am requesting that you call his office as soon as possible and confirm this appointment and provide pertinent information that is required before your visit. The number of Dr. Bill's office is 1-800-253-4906. Your medical insurance should cover all expenses for the appointment. In case the insurance does not cover expenses, Crawford Central will be responsible for costs. If an appointment can be made with a doctor prior to the above date, the District will notify you in writing.

I also would like to reconfirm the District's willingness to consider discussing a paid leave for the remainder of the 2001-2002 school year based upon your resignation as a teacher in the Crawford Central School District.

Please call my office if you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael E. Dolecki".

Michael E. Dolecki
Superintendent of Schools

MED/cak

PC: Mrs. Patricia Deardorff, C.C.E.A. President
Mr. George Deshner, Principal - Meadville Senior High
Mr. Emil M. Spadafore, Jr., C.C.S.D. Solicitor
Personnel File

Sent Certified Mail on March 26, 2002